



**Australian
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Statistics**

WOMENS WORK

South Australia



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(Department of the Premier and Cabinet) and
the Australian Bureau of Statistics, Adelaide.

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PREFACE

This is the second bulletin to be jointly prepared by the Women's Adviser's Office (Department of the Premier and Cabinet) and the South Australian Office of the Australian Bureau of Statistics.

The bulletin highlights issues relating to women's participation in the South Australian labour force. It includes data relating to work and family commitments, education, training, school retention rates as well as pay rates and occupational and industry dissections. Figures are based largely on February 1992 data or, where these are unavailable, the latest statistics are used.

The Introduction to this bulletin has been prepared by the Women's Adviser's Office. It draws from the statistical evidence some observations relevant to policy issues. Comment of this kind is not normally made by the ABS and responsibility for the Introduction lies with the Women's Adviser's Office.

More statistical detail can be obtained as a special data service from the ABS (phone Peter Nelson on (08) 237 7437). Detail on the labour force status of the Australian population as well as explanations of many of the definitions used in this publication can be found in *The Labour Force, Australia* (ABS Catalogue No. 6203.0), issued monthly.

Questions of the equity impacts for women and policy implications of the data may be discussed with the Women's Adviser's Office (phone Suzanne Callinan on (08) 226 3529).

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INTRODUCTION

by the Women's Adviser's Office

Womens Work provides a picture in statistical form of South Australian women's relationship to work – both the work of the market place and the work that ultimately supports that market place, in the home and in the community.

By publishing annual bulletins of this nature, the Women's Adviser's Office hopes also to provide readers with a picture over time of the changing position of women in society through the focus of 'women's work'.

Womens Work shows that gender remains an important factor in determining labour market opportunities, status and outcomes. In addition, it shows that patterns of involvement in domestic or community work still appear quite different for women and men.

Although gains have been made for women over time, they still remain significantly disadvantaged in the labour market.

The hard edge of women's disadvantaged status in the labour market is illustrated most clearly in the statistics relating to earnings. Women's average weekly earnings remain about 10% lower than men's, no doubt reflecting the concentration of women in lower-status, lower-paid jobs, such as clerks, salespersons and cleaners; in part-time and casual work; and concentrated in a narrow range of industries. Less directly, lower earnings may be the eventual outcome of lower rates of post-school qualifications among women workers and differences in access to work-related training.

Until women are represented to a greater degree in higher paid jobs, such as managers, administrators and professionals, and in full-time positions with access to training, or benefits such as overtime, they will continue to suffer lower earnings than men (coupled with generally poorer working conditions, less job security and less job mobility).

This bulletin is designed therefore to increase awareness of a number of 'yardsticks' by which the position of women within the South Australian labour market can be assessed. These yardsticks cover:

- women's labour force participation rate;
- unemployment;
- the desire among many women workers for more hours;
- obstacles to women joining the labour force;
- the incidence of part-time employment and casual employment;
- industrial and occupational segmentation;
- the relative earnings of women and men; and
- female participation in education and training.

In addition, the bulletin suggests that other factors may prove to be impediments for certain groups of women. These factors may have the effect of compounding market place disadvantages. They are:

- country of birth;
- area of residence;
- single parenthood; and
- access to childcare.

At time of publication, data for the 1991 Census was not available. It is anticipated that the 1993 bulletin will be able to include considerable data relating to Aboriginal women.

Legislative advances such as the outlawing of sex discrimination and sexual harassment and the establishment of many affirmative action programs, have assisted women in gaining access to jobs, careers and education. Special government programs such as the South Australian Women's Employment Strategy as well as the efforts of women's policy offices within government (such as the Women's Adviser to the Premier) all help to redress the imbalance in the status of women within the labour market and outside it.

Work continues for educators, trainers, unions, employers and government policy-makers to ensure that girls and women have equal access to apprenticeships, tertiary study and job training courses.

In addition, the development of non-exploitative 'family friendly' working conditions within industry will also assist women to take part in the workforce to their full potential, as will appropriate and affordable child care options.

THE LABOUR FORCE

EMPLOYMENT, FEBRUARY 1992

	Women	Men
Population 15 years and over	589,400	573,900
– % of total population	50.7	49.3
Labour force	301,600	426,000
– % of total labour force	41.5	58.5
Employed	268,600	367,800
– % of total employed	42.2	57.8
Full-time	149,000	330,400
– % of all full-time workers	31.1	68.9
Part-time	119,600	37,400
– % of all part-time workers	76.2	23.8
Participation rate (%)	51.2	74.2

Source: ABS, *Labour Force, South Australia, February 1992* (6201.4)

- ◆ 44.5% of employed women were part-time workers. By contrast, only 10.2% of employed men worked part-time.

In the 12 months to February 1992:

- ◆ female employment decreased by 8,000 (2.9%) while male employment fell by 17,400 (4.5%);
- ◆ full-time employment for women fell by 2.0% (and increased by 2.3% for married women) while part-time employment decreased by 4.0% (5.6% for married women);
- ◆ the female labour force participation rate (*i.e.* the proportion of women of working age who are either employed or unemployed) decreased by 1.2 percentage points to 51.2%.

In the 10 years to February 1992:

- ◆ the participation rate for women increased by 5.8 percentage points from 45.4% in February 1982. For men, the change was a decrease of 3.4 percentage points.

UNEMPLOYMENT, FEBRUARY 1992

	Women	Men
Unemployed	33,000	58,200
– % of total unemployed	36.2	63.8
– Looking for part-time work	9,500	4,500
Unemployment rate (%):	10.9	13.7
15–19 years	27.8	31.0
20–24 years	13.9	22.5

Source: ABS, *Labour Force, South Australia, February 1992* (6201.4)

- ◆ 28.7% of unemployed women were looking for part-time work compared with 7.7% of unemployed men.
- ◆ In the 12 months to February 1992, the female unemployment rate increased from 9.2% to 10.9%, while the male unemployment rate increased from 10.2% to 13.7%.

PREFERENCE FOR MORE HOURS OF WORK

EMPLOYMENT AND UNDEREMPLOYMENT FEBRUARY 1992

	Women	Men
Employed full-time	149,000	330,400
Employed part-time:	119,600	37,400
Preferred more hours;	32,900	16,200
Actively sought full-time work	10,500	8,700

Source: ABS, Labour Force Survey, unpublished data (Cat. No. 6201.4).

- ◆ In addition to the 33,000 women who were unemployed, there were 32,900 women who were employed part-time but wanted to work more hours (*i.e.* they were underemployed). Of these, 10,500 were actively seeking full-time work.
- ◆ A further 1,900 women who usually worked full-time were underemployed for economic reasons (stood down, on short-time or had insufficient work).
- ◆ 27.5% of female part-time workers wanted to work more hours. For men the corresponding figure was 43.3%.

WOMEN: PART-TIME EMPLOYMENT, FEBRUARY 1992

	15-19 years	20-24 years	25-34 years	35-44 years	45 years & over
Employed part-time	14,200	9,600	26,800	35,700	33,200
Preferred more hours	6,400	5,300	7,000	8,800	5,300
- % preferred more hours	45.2	54.8	26.2	24.7	16.0

Source: ABS, Labour Force Survey, unpublished data (Cat. No. 6201.4).

- ◆ Compared to older age groups, a higher proportion of women aged under 25 years wanted to work more hours.

UNDEREMPLOYMENT, UNEMPLOYMENT AND MARGINAL ATTACHMENT TO THE LABOUR FORCE SEPTEMBER 1991^(a)



(a) For persons aged 15 to 69 years.

Source: ABS, Persons Not in the Labour Force, unpublished data.

REASONS FOR MARGINAL ATTACHMENT TO THE LABOUR FORCE

SEPTEMBER 1991

- ◆ There were 73,700 people with marginal attachment to the labour force, some 52,500 (71%) of whom were women. In general, these were women who wanted and could start work within four weeks, but who had not been actively looking for work due to personal or family reasons, or due to having become discouraged job seekers.

	Women	Women as % of total persons
Persons not in the labour force	269,900	65.4
With marginal attachment	52,500	71.3
Not actively looking for work due to:	50,200	73.9
Personal reasons;	15,300	56.3
Health related reasons	3,800	48.8
Attending an educational institution	6,900	53.3
Family reasons;	22,000	96.4
Child care,	18,100	98.4
Cost/too expensive	3,900	100.0
Prefers to look after children	9,200	96.8
Discouraged job seekers	7,500	75.7

Source: ABS, Persons Not in the Labour Force, unpublished data (Cat. No. 6220.0).

- ◆ 52,500 women and 21,100 men were marginally attached to the labour force. This represented 19.5% of the women who were not in the labour force, compared with 14.8% for men.

Of the 50,200 women not actively looking for work:

- ◆ 22,000 (44%) gave family considerations as their main reason. This included 18,100 who reported difficulties with child care as the reason. Of all persons who cited child care, 98.4% were women.
- ◆ 15,300 (30%) reported a personal reason as their main reason. Within this group 6,900 were not actively looking for work because they were attending an educational institution and 3,800 gave health related reasons.
- ◆ 7,500 (15%) were discouraged job seekers, who wanted to and could start work, but were not actively looking for work because they believed that they would not find a job. Of these, 4,300 thought that there were no jobs in their locality or line of work, or that there were no jobs at all. Women comprised 75.7% of all discouraged job seekers.

LABOUR FORCE STATUS OF WOMEN BY AREA OF USUAL RESIDENCE

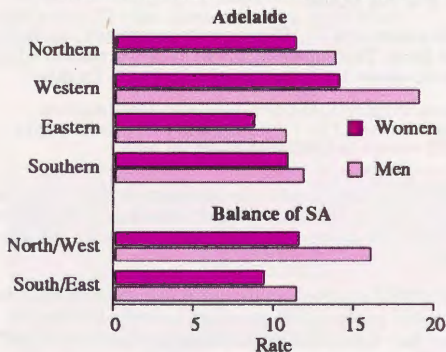
FEBRUARY 1992

	<i>Adelaide Statistical Division</i>	<i>Balance of South Australia</i>
Population 15 years and over	438,800	150,600
Labour force	223,400	78,200
Employed:	198,400	70,200
Full-time	109,900	39,100
- % employed full-time	55.4	55.7
Unemployed:	25,000	8,000
Looking for full-time work	18,400	5,200
- % looking for full-time work	73.3	64.9
Unemployment rate	11.2	10.2
Participation rate	50.9	51.9

Source: ABS, *Labour Force, South Australia, February 1992* (6201.4)

- ◆ There was little difference between the metropolitan area and the rest of South Australia in the proportion of women employed full-time. However, there was a difference in the hours of work sought by unemployed women. Full-time work was sought by 73.3% of unemployed women in Adelaide, a higher figure than the 64.9% for women living outside of Adelaide.

UNEMPLOYMENT RATE BY REGION



Note: See ABS, Cat. No. 6201.4 for definition of regions.

- ◆ Of the women who lived in the Adelaide Statistical Division, 19.6% of those not in the labour force in September 1991 were marginally attached to the labour force. For women living in the Balance of South Australia, the corresponding figure was 19.0%.

LABOUR FORCE STATUS OF WOMEN BY COUNTRY OF BIRTH

FEBRUARY 1992

	<i>Born in Australia</i>	<i>Born outside Australia</i>	
		<i>Main English speaking countries</i>	<i>Other countries</i>
Population 15 years and over	429,900	78,100	68,200
Labour force	234,500	39,700	27,500
Employed	208,600	35,300	24,700
Full-time	116,600	19,900	12,600
- % employed full-time	55.9	56.4	50.9
Unemployed	25,800	4,400	2,800
Looking for full-time work	17,800	3,400	2,300
- % looking for full-time work	69.1	77.1	82.4
Unemployment rate	11.0	11.2	10.1
Participation rate	54.5	50.8	40.3

Source: ABS, Labour Force Survey, unpublished data (Cat. No. 6201.4).

- ◆ Participation in the labour force was higher for women born in Australia (54.5%) than for those born in main English speaking countries (50.8%) and other countries (40.3%).
- ◆ Women born in other than main English speaking countries were less likely to be employed full-time. This contrasts with hours of work sought by unemployed women; this birthplace group had the highest proportion looking for full-time work (82.4%).
- ◆ For women born in other than main English speaking countries, 14.4% of those who were not in the labour force in September 1991 were marginally attached to the labour force. For women born in Australia the figure was 20.5%, compared with 19.6% for women born in main English speaking countries.

CASUAL EMPLOYMENT AND EMPLOYMENT BENEFITS

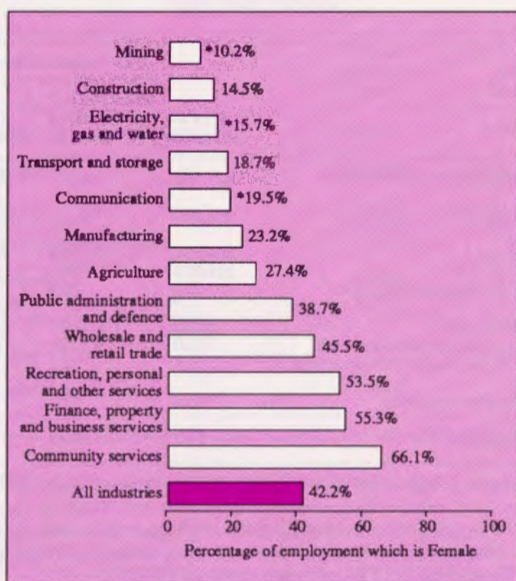
JULY 1991

- ◆ 67% of all employees who, in their main job, worked under casual terms of employment, were women.
- ◆ 64.3% of female part-time employees worked under casual terms, compared to 9.3% of female full-time employees.
- ◆ Only 64.8% of female employees had access to sick leave compared to 85.5% of male employees. The figures for annual and long service leave showed similar sex differences.
- ◆ 67.8% of all female employees were covered by superannuation compared to 78.2% of male employees. The proportion of employees receiving superannuation coverage has increased steadily in recent years, and the sex difference has narrowed.

Source: ABS, Employment Benefits, unpublished data (Cat. No. 6334.0)

EMPLOYMENT WITHIN INDUSTRIES

FEBRUARY 1992



* Subject to sampling variability too high for most reasonable uses.

Source: ABS, Labour Force Survey, unpublished data.

- ◆ Of all employed persons, 42.2% were women.
- ◆ The female proportion of employment varied widely across industry divisions — from 10.2% in Mining to 66.1% in Community services.
- ◆ Women accounted for more than 50% of employment in the following industries:
 - Recreation, personal and other services 53.5%
 - Finance, property and business services 55.3%
 - Community services 66.1%;
- ◆ Women comprised 45.5% of employment in Wholesale and retail trade. However, the proportion was different in the two component trades — women accounted for 32.8% of Wholesale trade and 50.1% of Retail trade.

Over the 10 years to February 1992:

- ◆ for all industries, the percentage of employment which was female increased by 5.0 percentage points to 42.2%;
- ◆ there was notable growth in female employment in the following industries:
 - Public administration and defence +10.2 percentage points
 - Finance, property and business services +9.6 percentage points.

In the 12 months to February 1992:

- ◆ total female employment decreased by 8,000 (2.9%);
- ◆ there was a significant fall in the number of women employed in the following industries:
 - Manufacturing -7,300 (24.6%)
 - Agriculture, forestry, fishing and hunting -3,300 (22.6%);
- ◆ the number of women employed in the Construction industry increased by 2,400 (60.9%). This was mainly due to an increase in clerks employed in the industry.

FULL-TIME AND PART-TIME EMPLOYMENT FEBRUARY 1992

Industry	Women		Men	
	Full-time	Part-time	Full-time	Part-time
	'000	'000	'000	'000
Mining	*0.4	*0.1	4.7	*0.0
Construction	*1.9	4.4	35.1	2.1
Electricity, gas and water	*1.6	*0.0	8.6	*0.1
Transport and storage	2.6	2.1	18.5	*1.9
Communication	*1.3	*0.6	7.6	*0.1
Manufacturing	16.1	6.3	71.3	3.0
Agriculture, forestry, fishing and hunting	5.6	5.9	25.5	4.9
Public administration and defence	8.3	*1.2	14.8	*0.3
Wholesale and retail trade	27.0	34.0	61.0	12.0
Recreation, personal and other services	12.5	15.8	17.1	7.6
Finance, property and business services	22.5	9.9	23.8	2.4
Community services	49.1	39.3	42.4	3.1
Total	149.0	119.6	330.4	37.4

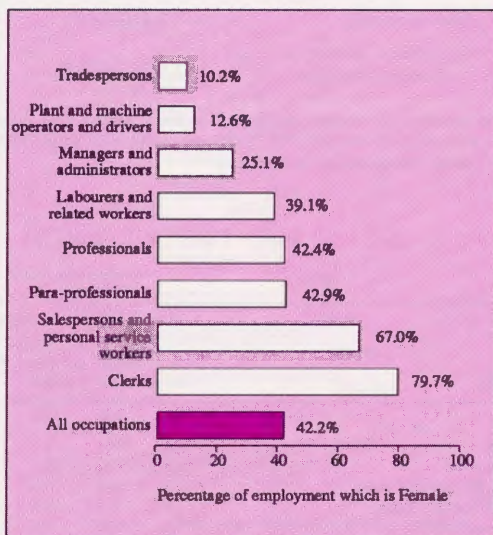
* Subject to sampling variability too high for most reasonable uses.

Source: ABS, Labour Force Survey, unpublished data (Cat. No. 6201.4).

- ◆ 55.5% of employed women were in full-time employment.
- ◆ The Community services industry employed the largest number of women; 33.0% (49,100) of women employed full-time and 32.9% (39,300) of women employed part-time.
- ◆ In the following industries, more than half of women were employed part-time:
 - Agriculture, forestry, fishing and hunting 51.3% (5,900)
 - Construction 69.8% (4,400)
 - Wholesale and retail trade 55.7% (34,000)
 - Recreation, personal and other services 55.8% (15,800).

EMPLOYMENT WITHIN OCCUPATIONS

FEBRUARY 1992



Source: ABS, Labour Force Survey, unpublished data.

- ◆ 42.2% of all employed persons were women.
- ◆ The female proportion of employment varied widely across major occupational groups – from 10.2% for Tradespersons to 79.7% for Clerks.
- ◆ Of the 9,700 female tradespersons, 3,000 (30.9%) were hairdressers.
- ◆ Women accounted for more than 50% of employment in the following occupational groups:
 - Salespersons and personal service workers 67.0%
 - Clerks 79.7%.

Over the 5 years to February 1992:

- ◆ the percentage of employment which was female increased by 1.8 percentage points to 42.2%;
- ◆ the largest changes in female proportion of employment were in the following occupational groups:
 - Managers and administrators +2.5 percentage points
 - Professionals +2.8 percentage points
 - Para-professionals –4.1 percentage points
 - Clerks +6.1 percentage points.

In the 12 months to February 1992:

- ◆ total female employment decreased by 8,000 (2.9%);
- ◆ there was a significant fall in the number of women employed as Labourers and related workers (-9,500 or 19.7%). Most of this decrease was for part-time employment (-5,200).
- ◆ There was growth in the number of women employed as Salespersons and personal service workers (+9,000 or 15.4%). Most of this increase was for part-time employment (+5,500), reflecting the proportion of women employed part-time within this industry.

FULL-TIME AND PART-TIME EMPLOYMENT FEBRUARY 1992

Occupation	Women		Men	
	Full-time	Part-time	Full-time	Part-time
	'000	'000	'000	'000
Tradespersons	6.5	3.2	81.0	4.3
Plant and machine operators and drivers	4.6	*1.2	36.2	3.8
Managers and administrators	15.8	4.6	57.4	3.3
Labourers and related workers	14.1	24.3	47.0	12.9
Professionals	24.4	8.6	42.1	2.7
Para-professionals	11.9	6.7	23.7	*1.1
Salespersons and personal service workers	26.3	41.4	24.8	8.5
Clerks	45.6	29.5	18.3	*0.8
<i>Total</i>	<i>149.0</i>	<i>119.6</i>	<i>330.4</i>	<i>37.4</i>

* Subject to sampling variability too high for most reasonable uses.

Source: ABS, Labour Force Survey, unpublished data (Cat. No. 6201.4).

- ◆ 55.5% of employed women were in full-time employment.
- ◆ The occupation group with the highest number of women employed full-time was Clerks (45,600 – 30.6% of all women employed full-time).
- ◆ For women employed part-time, the largest number were employed as Salespersons and personal service workers (41,400 – 34.6% of all women employed part-time).
- ◆ In two occupational groups, more than half of women were employed part-time:
 - Labourers and related workers (includes assemblers, hand packers, process workers and cleaners) 63.3% (24,300)
 - Salespersons and personal service workers 61.1% (41,400).

AVERAGE WEEKLY EARNINGS

INDUSTRY, FEBRUARY 1992

FULL-TIME ADULT ORDINARY TIME EARNINGS (Dollars)

<i>Industry</i>	<i>Women</i>	<i>Men</i>	<i>Female/ male ratio</i>
Manufacturing	416.70	530.70	78.5
Wholesale trade	*439.50	*518.50	*84.8
Retail trade	422.10	478.50	88.2
Transport and storage	491.30	603.40	81.4
Communication	553.90	614.10	90.2
Finance, property and business services	*512.30	671.00	*76.3
Public administration and defence	521.50	546.50	95.4
Community services	644.20	715.80	90.0
Recreation, personal and other services	*432.10	*593.40	*72.8
<i>All industries</i>	<i>537.30</i>	<i>592.70</i>	<i>90.7</i>

*Subject to sampling variability too high for most reasonable uses.

Source: ABS, Average Weekly Earnings, unpublished data
(Cat. No. 6302.0).

- ◆ Average weekly ordinary time earnings for adult women working full-time were \$537.30. This was \$55.40 (9.3%) less than the earnings for men. This is partly attributable to the higher proportion of women in lower paying occupations.
- ◆ The average weekly total earnings for all female employees was \$401.10. This was \$173.80 (30.2%) lower than for men. This larger and significant difference is primarily attributable to the higher proportion of women in part-time employment and to higher average overtime payments to men.

OCCUPATION, MAY 1991

FULL-TIME ADULT ORDINARY TIME EARNINGS (Dollars)

<i>Occupation</i>	<i>Women</i>	<i>Men</i>	<i>Female/ male ratio</i>
Managers and administrators	613.70	769.70	79.7
Professionals	664.40	774.00	85.8
Para-professionals	610.60	621.90	98.2
Tradespersons	398.50	482.50	82.6
Clerks	450.90	547.00	82.4
Salespersons and personal service workers	446.80	516.80	86.5
Plant and machine operators, and drivers	359.90	491.30	73.3
Labourers and related workers	384.30	435.50	88.2
<i>All occupations</i>	<i>504.30</i>	<i>566.70</i>	<i>89.0</i>

Source: ABS, Distribution and Composition of Employee Earnings and Hours, unpublished data (Cat. No. 6306.0).

WEEKLY AWARD RATES OF PAY INDEXES

ANNUAL CHANGE TO FEBRUARY 1992

- ◆ The Award Rates of Pay Indexes measure change over time in prescribed award wages and hours.

FULL-TIME ADULT EMPLOYEES

	Annual change (%)	
	Women	Men
INDUSTRY		
Manufacturing	3.5	3.0
Wholesale and retail trade	3.5	4.3
Transport and storage	1.7	2.7
Communication	1.7	2.4
Finance, property and business services	3.1	2.4
Public administration	4.9	3.0
Community services	4.5	3.5
Recreation, personal and other services	4.6	3.3
<i>All industries</i>	3.8	3.2
OCCUPATION		
Managers and administrators	2.8	2.9
Professional	5.0	3.6
Para-professionals	5.3	3.6
Tradespersons	4.3	3.0
Clerks	3.2	2.8
Salespersons and personal service workers	4.3	4.2
Plant and machine operators and drivers	4.4	2.9
Labourers and related workers	3.0	2.9
<i>All occupations</i>	3.8	3.2

Source: ABS, *Award Rates of Pay Indexes, Australia, February 1992* (6312.0).

- ◆ The weekly award rates of pay index for full-time adult women rose by 3.8%, compared with 3.2% for full-time adult men. In the 12 months to February 1991, the increase was 3.4% for women and 4.1% for men.
- ◆ In terms of industries, the largest percentage increases for full-time adult women occurred in Public administration (4.9%), Recreation, personal and other services (4.6%) and in Community services (4.5%). The smallest increases were in Transport and storage and in Communication (both 1.7%).
- ◆ In terms of occupational groups, the largest percentage movements for full-time adult women were for Para-professionals (5.3%) and Professionals (5.0%). These were the two occupations with the lowest increase for the 12 months to February 1991 (both 1.1%).
- ◆ Increases to award rates of pay granted under the April 1991 National Wage Case caused increases in the indexes in August and September 1991, and were continuing to flow through in February 1992.
- ◆ In the five years to February 1992, the index increased by 31.6% for women and 31.0% for men.

EDUCATIONAL ATTAINMENT AND LABOUR FORCE STATUS

FEBRUARY 1991

PERSONS AGED 15 TO 69 YEARS NOT ATTENDING SCHOOL

Type of post-school qualification	Women	Men	Women as % of total persons
Degree	26,500	41,800	38.7
Trade qualifications	17,900	123,800	12.6
Certificate or diploma	108,100	63,300	63.1
Other	*2,300	2,800	*44.2
<i>Total with post-school qualifications</i>	<i>154,800</i>	<i>231,800</i>	<i>40.0</i>
No post-school qualifications	325,800	255,800	56.0

* Subject to sampling variability too high for most reasonable uses.

Source: ABS, Labour Force Status and Educational Attainment, unpublished data (Cat. No. 6235.0).

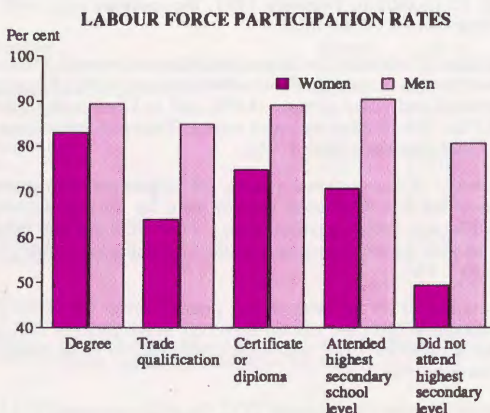
- ◆ Women comprised 40.0% of the people who have obtained post-school qualifications.

For persons with post-school qualifications:

- ◆ the labour force participation rate was lower for women at 75.1% than for men at 87.3%. The rate was lower for women for each type of qualification but the difference was least marked for those with degrees.
- ◆ the unemployment rate for women was slightly higher at 8.5% than for men at 7.7%.

For persons without post-school qualifications:

- ◆ the labour force participation rate stood at 54.5% for women and 83.4% for men. Women in this group who attended the highest level of secondary school available had a participation rate of 71.2%. This contrasts with a rate of 49.8% for those women who had not attended the highest level of secondary school available.
- ◆ unemployment rates were 9.5% for women and 11.6% for men.



Source: ABS, Labour Force Status and Educational Attainment, unpublished data.

TRAINING

EMPLOYEES WHO PARTICIPATED IN A TRAINING COURSE IN THE LAST 12 MONTHS, 1989

		<i>External training</i>			
		<i>Employees</i>	<i>Employer supported</i>	<i>Total</i>	<i>In-house</i>
		<i>No.</i>	<i>%</i>	<i>%</i>	<i>%</i>
Full-time:	Women	133,700	9.0	12.4	46.6
	Men	286,600	9.7	12.6	40.2
Part-time:	Women	116,200	*1.9	7.1	28.5
	Men	25,800	*2.1	*3.1	26.1
Total:	Women	249,900	5.7	9.9	38.2
	Men	312,500	9.1	11.9	39.0

Source: ABS, How Workers Get Their Training, unpublished data (Cat. No. 6278.0).

- ◆ For both sexes, there was a large difference between proportions of full-time and part-time employees who undertook a training course — part-time workers were much less likely to attend training courses. Women comprised 81.8% of part-time workers.
- ◆ In terms of total numbers of employed men and women, a slightly higher proportion of men received training.
- ◆ For external training, there was little difference between the sexes on hours spent attending courses. Of those who attended an in-house training course, a larger proportion of men attended one of 40 hours or more duration (21.7%, compared with 11.1% of women). More than half of women (52.6%) spent less than 10 hours on the main in-house training course, while the figure for men was 36.8%.

SCHOOL RETENTION RATES

SECONDARY STUDENTS: APPARENT RETENTION RATES(a) TO YEARS 11 AND 12

		1987	1988	1989	1990	1991
Year 11:	Female	88.3	89.9	92.2	95.7	97.5
	Male	87.3	89.9	90.2	92.0	96.7
Year 12:	Female	65.4	71.7	70.9	77.7	88.8
	Male	55.3	61.9	62.7	66.8	78.7

(a) The number of students in a particular year of secondary study expressed as a percentage of the number of students who started secondary school the appropriate number of years beforehand.

Source: ABS, Schools Australia, unpublished data (Cat. No. 4221.0).

- ◆ In recent years and especially in 1991, there has been a trend for students to stay longer at school.
- ◆ In all years, the rate for females has been higher than, or equal to, that for males. One reason for this is that traditionally, more males tend to take on apprenticeships.
- ◆ Retention rates overall have been influenced by other factors, including employment prospects, competition for tertiary placements and changes in social values.

COMMUNITY AND VOLUNTEER WORK

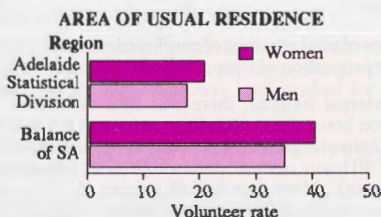
VOLUNTEERS : THREE MONTHS ENDED OCTOBER 1988

Employment status	Women		Men	
	No.	Rate (a)	No.	Rate (a)
Employed full-time	30,400	20.9	88,100	25.8
Employed part-time	39,600	36.0	7,200	26.1
Unemployed	5,200	23.2	4,000	13.2
Not in labour force	70,900	24.7	22,900	16.2
Total	146,100	25.9	122,200	22.6

(a) Percentage within each employment group who volunteered.

Source: ABS, *Community and Volunteer Work* (4402.4)

- Female volunteers provided an average of 58.4 hours service during the previous 3 months (equivalent to 4.5 hours per week), compared with 57.6 hours for men. For both sexes, most hours were provided by those in the age group 45 to 59 years (81.7 hours for women, 71.9 hours for men).



Source: ABS, *Community and Volunteer Work*, unpublished data.

Volunteers through organisations

- 129,400 women and 107,000 men assisted an organisation *e.g.* St John, sporting body etc. More than one organisation was helped by 36.7% of women and 32.7% of men.
- Activities which involved the most women were committee work (45.9%), fundraising (39.6%) and serving, *e.g.* in shops or canteens (34.3%). For men, the most common activities were committee work (65.5%), maintenance, repairs or gardening (38.2%) and fundraising (31.9%).
- The highest number of women helped an education organisation (23.4%), followed by sports (20.0%), health and welfare (17.5%), and religious organisations (16.2%). Sports organisations were assisted by the largest number of men (31.7%), followed by religious (13.2%), community service (11.8%) and education organisations (11.1%).

Volunteers outside of organisations

- 43,500 women and 33,500 men undertook voluntary work outside of organisations *e.g.* for friends, neighbours.
- Activities involving the most women were minding children (38.0%), transporting others (27.1%), visiting/caring for the aged (25.3%) and shopping for others (23.3%). For men, most common activities were gardening/maintenance (54.4%) and transporting (27.7%).

CHILD CARE

NOVEMBER 1990

- ◆ Formal and informal child care relate to all types of care for children under 12 years of age, except where:
 - the person responsible (and/or their spouse) was always able to look after the children;
 - the children looked after themselves;
 - the children were at school, in hospital, or involved in other organised activities such as sporting or club activities, music lessons etc.

FAMILIES : EMPLOYMENT STATUS OF MOTHER(a)

Type of care used (b)	Employed			Not in the labour force
	Full-time	Part-time	Total	
Formal care:				
Before or after school care program	3,100	1,800	4,900	*600
Pre-school/kindergarten	2,700	7,900	10,600	10,300
Long day care centre	2,800	4,700	7,500	2,300
Family day care	1,800	3,000	4,700	*1,300
Other formal care	*200	2,300	2,500	2,400
Families who used formal care	9,200	16,100	25,200	15,300
— % of families	41.2	29.9	33.2	24.2
Informal care by:				
Brother/sister	3,500	5,800	9,300	3,200
Other relative in the home	2,600	4,300	6,800	5,400
Other relative not in the home	5,800	13,800	19,600	11,900
Other person in the home	*800	2,700	3,500	2,000
Other person not in the home	3,800	9,500	13,300	5,200
Families who used informal care	14,800	31,100	45,900	25,200
— % of families	66.6	57.8	60.4	39.9
Families who used formal and/or informal child care	18,000	36,200	54,200	32,200
— % of families	81.0	67.3	71.3	50.8
Families	22,300	53,700	76,000	63,300

(a) Includes 900 male one-parent families.

(b) Families can use more than one type of care.

* Subject to sampling variability too high for most reasonable uses.

Source: ABS, Child Care Survey, unpublished data (Cat. No. 4402.0).

- ◆ Of the 76,000 families where the mother was employed, 54,200 (71.3%) used at least one type of formal or informal child care.
- ◆ Work was the main reason for the need for child care for around three-quarters of children whose mother was employed full-time. This compares with just over half of children whose mother was employed part-time. Other major reasons for care cited by the person responsible for the children, were entertainment or social activity of the parent; benefit of the child; preparation for school; shopping; and respite reasons.
- ◆ There was an increase in the number of families using formal child care between June 1987 and November 1990, from 29,500 to 41,600. Over the same time period, for families with children under 12 years of age, the proportion of mothers who were in the labour force increased from 52.7% to 56.6%.

FAMILY RESPONSIBILITIES AND LABOUR FORCE PARTICIPATION

JUNE 1991

- ◆ 163,000 couple families (47.7%) had dependent children. In 92,600 (56.8%) of these families both partners were employed; 32,900 women in these families were employed full-time and 59,700 were employed part-time.
- ◆ There were 29,500 female one-parent families. In 48.9% of these the parent was in the labour force. Of those in the labour force, 44.8% worked full-time, 42.7% worked part-time, and 12.5% were unemployed.

Source: ABS, Labour Force Status and Other Characteristics of Families, unpublished data (Cat. No. 6224.0).

TECHNICAL NOTES

Reliability of the estimates

Estimates from sample surveys in this publication are subject to two sources of error:

sampling error: since the estimates are based on information obtained from a sample of the population they, and the movements derived from them, may differ from the figures that would have been produced if the entire population had been included in the survey.

non-sampling error: inaccuracies may occur because of imperfections in reporting by respondents, and errors made in collection such as in recording and coding data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample.

Sampling variability

One measure of sampling error (see paragraph above) is the relative standard error. The smaller the estimate the higher is the relative standard error. Very small estimates are subject to such high relative standard errors as to detract seriously from their value for most reasonable uses. In the tables in this publication, estimates with a high relative standard error (and percentages based on such estimates) have been preceded by an asterisk (e.g. *1,900) to indicate that they should be used with caution.

Rounding

Estimates have been rounded and discrepancies may occur between sums of the component items and totals.

For more information on technical matters, please refer to ABS publications sourced, *The Labour Force, Australia* (6203.0), or contact the ABS (phone Peter Nelson on (08) 237 7437).



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